

DIVERSITY FORWARD TOGETHER
Breakfast with LDRRAC
Report of Common Themes from Table Discussions

Please Note: The common themes listed below emerged in each table discussion, in response to each of the 3 questions posed, and at both breakfasts. Sample verbatim comments listed with each common theme reflect the discussions which took place.

2011 October 26 Participants:

City Councillors – Matt Brown, Harold Usher, Sandy White

City Staff – Pat McNally, Bill Coxhead, Kate Graham, Ross Fair, Jeff Tudhope, Veronica Major, Kristen Keller

City Clerk's Office – Heather Lysynski

LDRRAC – Michelle Edwards, Meredith Fraser, Mary Singeris, , Jeff Robinson, Ulla Troughton, Ian Silver, Terri Tomchick-Condon, Kash Husein, Pat Shanahan, Nicole Buteau, Zelda Elijah, Dorothy Stolarski, Becky Howse

2011 November 10 Participants:

Mayor Joe Fontana

City Staff – John Kobarda, Pat Photo, Kristen Keller

City Clerk's Office – Jackie Martin

LDRRAC – Michelle Edwards, Meredith Fraser, Mary Singeris, Jeff Robinson, Ulla Troughton, Ian Silver, Terri Tomchick-Condon, Pat Shanahan, Zelda Elijah, Dorothy Stolarski, Becky Howse

COMMON THEMES

Give advice and make recommendations regularly to City Council and staff. Don't wait to be asked.

- Give information and propose action to City; if councilors approve this recommendation, Council directs staff action
- Prefer not to ask – many issues – send advice
- Reasonable for you to bring issues forward without being asked
- Would prefer proactive – being asked to provide advice
- Councilors need to know what is going on 'out there'

Communicate effectively with City Council.

- You see what's right or wrong 'out there' – can make recommendations to City – if it can be implemented, City may take it forward
- You engage the public for us and recommendations are brought to the committee – then brought to entire Council
- Recommendation – how do we engage the public through LDRRAC?
- Suggestion – 'marketing' – one-pager to Council members – less formal than mandate, what we do? What to call us about? How to contact us? – LDRRAC 'open for business'
- Key – 'advice' – looking for help, not for a problem – balanced with 'if you don't act, you'll have a problem' – advocacy at the appropriate level
- Provide concise reports – what we did; what we need; what next? – executive summary every time
- City Council needs to look at a mechanism to hear LDRRAC (1 time each year) – annual report
- Written reports are often ignored – the attention it deserves needs to be more personal
- Effective communication with Council – a brief page is a good idea – receive so much information (Mayor, Council)- briefing note is critical
- Go to Council and make a presentation

City staff want to make better use of LDRRAC's knowledge and connections.

- What are the 2-3 things we want/need from LDRRAC so that staff can act? – satisfying outcomes
- Two-way street – leveraging expertise – not making decisions in a vacuum – safety check
- Structure of committee – resource with voting – wearing multiple hats – expertise
- Individually or collectively we have knowledge and expertise that we are willing to share
- Resource members benefit by providing advice back to our organizations and vice versa
- Diversity encompasses a lot of things – LDRRAC would come in handy to Council – diversity more than skin colour
- Inclusion impacts on diversity
- Communications department – concern about who the City is reaching (i.e. immigrants)
- Very interesting! – first time an advisory committee has asked what kind of advice it could/should provide

Rebrand LDRRAC; change its name to reflect more accurately the broad definition of 'diversity' and review its terms of reference to be more inclusive.

- Bigger issues need to be considered
- Mandate – redo if it's not working – Challenge if it limits what you do. Restructure if not in there to engage public – 2007 reviewed
- Mandate – look at and restructure and even the name before we put out to public – Diversity needs rebranding
- Mandate – sub-committee – that impacts invisible groups
- Average person doesn't know what LDRRAC does – London needs to understand values and mission
- Redo the mandate
- Rebranding of LDRRAC

Use the City's new Strategic Plan as the focus for LDRRAC activities.

- look at City's strategic plan – make recommendations on every point at which diversity should be highlighted
- make a list of ...items with 'Would you like us to provide advice on?' – strategic plan as base
- 'We believe, as LDRRAC, that we can assist in achieving that goal '....' Strategies – City will accept – it will be resourced
- 'fresh flavour' to strategic plan – accomplishment of its goals needs a much larger pool of participants
- Council's strategic plan – signing off of Dec. 5 – advice on where LDRRAC could provide insight

Engage the public/community.

- Symbiotic relationship amongst committee and City
- Is there a mechanism to move outside the above policy development/HR into community?
- We need to engage everyone – move this forward
- Neighbourhood strength should be linked in with that strategy – information about what's going on and integrate
- Impact with the people